

SPECIAL POST-ELECTION ISSUE

TEAMSTER **CONVOY** **DISPATCH**

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Jan. 1992



CAREY SLATE SWEEPS!

"Not since the Thirties, when the CIO was born, has there been an event of such profound significance for U.S. labor as your election to the presidency of the Teamsters through rank and file membership mobilization."

—Victor Reuther, co-founder United Auto Workers, in his congratulations to Ron Carey

Four days in December 1991 will be recorded as a major turning point in the history of the Teamsters union and the labor movement. The rank and file made it happen.

At the Carey campaign office at the ballot counting in Washington, D.C., the atmosphere was tense as results started to trickle in on Dec. 10. The first few locals showed R.V. Durham with a slight lead.

Then Los Angeles Local 63, the first large local whose ballots were run through the vote-counting machines, came in. This 13,000-member local went nearly 5-1 for Carey over Durham, and Carey never trailed again in the count. By the next day it was clear it would be a clean sweep—all 16 members of the Carey slate were elected, a victory in the at-large spots and in the regional races in the West, South, East and Central conferences.

On Thursday, Dec. 12, Carey held a press conference, along with slate members, to set the tone for the future. "Welcome to the new Teamsters union," he began. "From the day I walk in the door, the rules are going to change. We are going to clean house and never again have to apologize for being Teamsters," he told all the major national media who packed the room.

By late Friday, Dec. 13, Election Officer Michael Holland made the official announcement, declaring the winners. The Teamsters present felt a pride that brought tears to their eyes as the words were spoken, "I now declare Ron Carey the winner for General President," and on down the names on the Carey Slate.

How It Happened

But history was not made in just four days.

Far from it. At the ballot counting, Hugh Thompson of St. Louis Local 600, an observer for newly elected VP Dennis Skelton, talked about being blacklisted for several years as a result of his active involvement starting in the 1970s.

John McCormick of Chicago Local 705, an observer for newly elected VP Leroy Ellis, brought with him some 15 years of active involvement in the reform movement. Steve McDonald, an observer from Local 490 in Vacaville, Calif., and a veteran of many years of union activity and several years as a TDU activist, was elected vice president of his local while he was in Washington, D.C.

History was made by years of struggle and organization by dedicated members like these. Fifteen years of building the TDU movement, to the point in the late 1980s when major national contracts were routinely rejected by the majority of the members voting.

It was that background that laid the basis for the campaign of the past two years, and that linked that movement to the candidacy of an honest and courageous union leader, Ron Carey, and a slate of top-notch Teamster leaders.

And, of course, it took the court-ordered election. But that wasn't handed to us, either. We fought for that election in the consent order when TDU intervened in the racketeering lawsuit and won our Right to Vote. Our organization made that RICO settlement credible and possible.

This was a victory earned in years of struggle and rank and file organization, and two hard years of grass-roots campaigning by Carey, his slate, and hundreds and thousands of members who beat the money, power and employer-support of the incumbents.

Ron Carey said from the start that

this was not a symbolic campaign, he was running to win. We had faith it could be done. And we all went out and did it. Now it's back to work for the new Teamsters union!



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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on back page.

Local-by-Local Vote Counts

Ron Carey showed strength throughout the union in his election sweep. Local-by-local ballot counts published here are for the General President candidates only. Vote counts on other candidates are available through TDU.

EASTERN CONFERENCE

	Carey	RVD	Shea
1	38	109	5
8	115	103	200
11	87	70	77
12	48	39	41
22	133	47	9
25	2174	880	140
27	78	34	53
28	230	392	19
29	266	65	24
30	798	70	97
33	43	88	13
35	54	35	94
42	389	200	36
49	106	36	34
55	19	63	15
59	280	236	64
61	885	273	26
64	222	136	30
67	36	56	11
71	1085	626	54
72	234	118	526
77	97	31	269
82	100	157	6
86	19	88	13
95	85	113	14
97	254	164	378
101	97	147	35
102	102	35	145
103	57	32	46
107	576	229	662
110	357	56	144
111	62	388	26
115	49	31	1076
118	275	259	45
122	54	309	14
125	136	86	76
126	2	3	36
127	186	139	13
138	516	27	27
145	112	98	35
153	68	22	97
157	58	55	9
169	252	96	950
170	1327	444	149
171	387	164	14
175	599	207	58
177	1745	103	151
182	281	104	476
191	622	101	47
194	208	74	176
202	177	309	64
205	117	82	306
210	107	88	310
211	142	140	156
229	1194	166	560
232	37	14	18
237	718	340	4959
239	79	50	90
240	8	6	11
246	59	70	19
249	818	174	681
250	164	59	320
251	1029	479	143
259	45	204	7
261	560	50	102
264	86	71	409
272	80	469	50
273	74	58	81
277	45	18	89
282	340	452	143
294	863	153	249
295	222	49	506
311	180	48	144
312	186	60	158
317	806	615	99
322	220	41	15
326	237	112	446

331	99	86	248
338	66	35	39
340	343	666	98
341	76	48	83
355	515	231	64
363	40	40	98
375	496	107	165
384	757	143	235
391	1257	2429	65
397	180	51	157
398	74	26	35
401	498	100	252
404	681	218	64
408	56	35	112
418	12	13	34
429	507	225	843
430	776	351	124
437	30	50	11
443	886	281	110
445	355	502	104
449	310	469	57
453	44	43	46
456	207	741	59
462	12	17	25
463	211	75	549
469	82	35	361
470	295	25	455
478	166	55	163
485	76	33	72
491	74	207	37
493	297	110	61
494	61	101	15
496	28	5	3
500	157	501	190
502	27	19	106
504	83	1	6
505	90	134	19
506	38	15	121
509	247	214	32
513	35	16	290
522	54	42	57
526	128	41	19
529	84	35	60
531	21	27	20
536	47	20	20
538	138	35	153
550	137	346	27
553	172	58	283
557	356	256	77
558	170	282	154
559	1005	59	27
560	798	242	898
570	63	57	167
575	57	20	179
584	110	37	404
585	67	22	99
592	79	177	29
597	331	74	26
617	137	57	169
623	325	67	52
628	98	34	264
633	684	464	64
636	65	21	468
639	616	909	55
641	387	97	517
648	44	23	37
649	95	81	54
653	532	354	46
669	91	17	121
671	695	106	25
676	719	168	401
677	602	406	61
680	94	32	91
686	49	130	19
687	126	32	155
693	192	59	166
697	117	28	109
701	90	31	264
707	962	441	354
719	25	13	25
723	25	18	39
730	94	315	25
732	161	61	143
757	42	18	46
764	194	96	126
771	872	175	208
773	1123	108	316
776	1572	477	306
789	98	49	34
791	59	44	42

802	193	35	99
803	53	27	76
804	3022	45	32
805	94	41	56
806	45	16	79
807	278	90	603
808	98	403	46
810	251	101	542
812	747	46	259
813	105	70	96
814	287	54	54
815	154	68	287
817	8	173	1
819	60	48	41
822	230	134	20
829	492	183	67
830	142	54	677
831	278	192	973
832	27	13	17
837	47	16	149
840	24	14	185
841	86	26	29
843	109	14	123
851	100	23	382
854	46	18	60
858	44	12	148
861	0	0	1
863	416	163	466
866	52	28	139
868	186	34	172
872	71	12	159
875	76	21	93
877	40	137	30
887	7	7	4
888	10	29	8
917	191	101	297
918	65	29	42
922	28	31	48
926	101	61	116
929	93	41	369
945	114	47	83
966	166	56	98
992	277	171	66
999	38	16	14
1010	35	23	44
1034	160	23	153
1035	106	4	5
1040	24	7	22
1100	8	6	30
1149	281	101	3
1150	316	87	470
1205	29	18	21
1414	31	6	342
1518	9	11	12
1714	58	86	51

Ballot counts in the Eastern Conference are subject to some change during the counting of challenged ballots, though it will not change the outcome of the election.

CENTRAL CONFERENCE

	Carey	RVD	Shea
4	62	41	7
6	269	213	34
7	659	232	36
20	1151	2225	131
23	14	53	7
24	698	271	39
26	370	261	71
40	115	37	15
41	1366	1350	99
43	168	286	50
50	298	422	70
51	100	196	27
52	69	52	105
73	25	37	28
75	416	578	90
89	2315	1690	264
90	225	60	21
92	630	418	83
99	10	11	6
100	1466	524	77
105	8	30	3
113	16	7	11
114	149	286	43
116	110	108	51

120	1060	822	175
123	59	239	33
124	95	51	9
133	53	136	3
135	2733	3353	226
142	521	581	159
144	100	293	20
147	287	268	61
160	87	88	49
164	192	297	35
179	161	106	268
200	1652	798	327
214	325	898	137
215	323	618	51
218	72	57	18
221	124	196	52
236	90	39	16
238	320	388	125
243	606	168	26
244	31	101	21
245	1245	1055	82
247	525	395	108
279	97	66	37
283	316	328	40
284	232	509	120
289	107	105	42
293	189	92	385
299	1487	1090	74
301	175	86	152
303	40	100	23
320	382	500	222
325	176	134	100
328	142	127	57
330	102	68	92
332	376	380	50
335	66	36	26
336	43	54	36
337	1038	1280	159
339	120	124	40
344	1500	314	108
346	284	239	78
347	70	99	343
348	190	74	349
358	16	53	9
359	82	69	38
364	488	614	125
365	26	58	10
367	28	73	4
371	384	266	126
372	133	175	19
377	681	232	241
387	18	29	4
400	67	101	30
406	1352	598	166
407	2068	116	93

413	1819	340	67
414	432	745	74
416	78	26	58
421	185	132	35
422	8	11	15
436	141	70	411
450	25	32	18
460	61	102	16
471	309	200	44
473	127	58	353
486	609	291	37
497	41	11	21
498	131	51	30
503	74	142	27
507	514	538	177
510	35	22	21
525	223	434	69
534	59	124	30
541	125	267	64
544	384	653	111
552	61	123	17
554	624	821	110
563	400	177	25
571	84	85	13
574	70	262	26
579	196	156	10
580	308	142	83
600	1466	536	59
604	306	103	11
610	182	463	30
614	394	301	59
618	393	424	104
627	305	231	151
637	169	77	38
638	1020	282	107
650	194	79	49
651	405	682	49
654	247	41	13
661	99	154	12
673	136	74	156
682	249	559	44
688	2112	1391	135
695	643	528	162
696	172	318	32
703	130	228	248
705	1500	313	3025
706	61	43	209
710	2467	649	874
712	27	12	31
714	217	1392	150
716	131	196	36
722	690	167	107
726	427	205	765
727	104	118	91
731	216	160	158

SOUTHERN CONFERENCE

continued from page 2

	Carey	RVD	Shea
270	562	360	35
327	383	158	25
360	1	14	1
373	185	83	6
385	813	522	91
388	75	120	8
390	193	375	16
402	144	175	18
444	28	106	8
480	1492	647	33
512	672	291	18
515	330	329	14
516	136	117	13
519	609	179	24
523	79	201	22
528	738	654	34
549	125	93	18
568	270	111	14
577	155	283	29
612	531	533	46
657	585	253	19
667	1413	262	16
728	2173	673	80
745	962	2482	140
767	331	182	34
769	628	467	64
878	632	597	47
886	926	694	77
891	661	433	22
901	81	33	63
919	45	138	16
920	20	35	1
930	2	35	2
947	154	88	5
968	64	266	23
969	24	49	5
984	202	176	15
988	617	479	32
991	314	226	31
995	165	327	115
997	74	158	14
1110	36	93	4
1111	18	36	5
1196	102	277	5

WESTERN CONFERENCE

	Carey	RVD	Shea
2	208	315	95
9	2	6	2
13	43	175	15
14	35	313	31
15	56	83	25
17	589	181	57
36	85	227	29
38	430	100	68
57	244	41	51
58	234	96	50
63	2191	469	780
66	154	46	17
70	666	819	51
78	114	436	41
81	605	105	71
85	391	139	75
87	195	28	13
94	120	59	53
104	1675	569	143
117	888	725	138
137	229	49	211

150	1269	204	129	690	308	112	85
162	745	119	130	692	382	222	45
166	191	486	69	741	586	115	74
174	1556	326	90	746	67	28	30
186	144	123	65	748	1188	297	237
190	148	288	46	752	12	38	12
206	381	61	111	760	275	184	545
208	606	75	30	763	404	317	78
216	66	45	17	788	112	73	27
222	703	258	161	839	131	65	61
223	160	159	83	848	242	236	47
226	18	13	9	849	128	93	108
227	251	85	26	853	470	406	51
228	57	25	58	856	377	454	154
231	140	165	31	857	158	54	196
252	106	100	33	860	102	63	47
267	59	138	14	890	288	412	75
278	338	152	43	896	823	176	33
287	761	152	49	911	218	397	114
291	40	28	31	912	337	49	24
296	135	256	36	921	119	48	27
300	17	25	5	952	1127	197	949
302	160	99	16	959	336	448	176
305	469	64	443	961	856	184	31
307	320	171	59	962	223	41	85
313	518	86	34	976	63	27	43
315	517	310	47	983	78	100	35
324	163	134	56	986	647	1452	285
350	30	115	14	996	254	318	127
378	189	99	20	1156	0	3	0
379	152	177	124	2707	298	287	74
380	46	54	14				
381	91	137	33				
386	303	67	284				
396	1067	551	117				
399	249	153	126				
420	250	266	54				
431	315	64	147				
432	61	50	20				
435	359	411	82				
439	458	130	118				
481	202	47	52				
483	128	93	41				
484	49	39	23				
490	814	191	32				
492	1033	200	25				
495	380	537	121				
517	116	35	115				
524	164	112	32				
527	185	242	90				
533	218	68	87				
542	523	414	89				
556	97	71	44				
572	308	83	298				
576	47	30	65				
578	86	82	21				
582	236	37	50				
588	156	285	49				
589	126	161	39				
598	114	187	40				
599	375	247	53				
601	588	342	162				
616	70	30	41				
624	282	199	76				
630	660	534	150				
631	271	390	148				
662	373	519	176				
665	125	239	45				
670	430	1739	201				
679	127	153	83				
681	27	79	5				
683	116	43	70				

CANADIAN CONFERENCE

	Carey	RVD	Shea
31	644	606	130
69	55	341	15
91	121	223	56
106	167	907	52
132	12	21	14
141	50	201	26
155	124	39	2
213	609	485	181
230	160	179	60
362	174	274	67
395	46	64	21
412	0	18	0
419	114	260	40
424	13	22	8
447	2	5	3
464	115	234	46
647	115	223	51
809	0	5	4
834	3	26	3
847	18	21	31
855	41	61	14
880	120	149	43
927	28	122	25
931	125	459	46
938	612	721	132
973	70	315	15
979	101	59	44
987	84	201	28
990	18	27	10
1003	1	8	1
1166	3	5	1
1302	1	8	1
1552	5	5	1
1572	1	6	0
1655	1	8	2
1688	1	21	3
1849	1	4	1
1880	2	5	1
1985	7	5	5
1999	227	1453	94

It's a Sweep!

IBT Election Results

General President

Ron Carey	188,883	48.48
R.V. Durham	129,538	33.24
Walter Shea	71,227	18.28

General Secretary-Treasurer

Tom Sever	188,528	48.63
Harold Leu	127,423	32.87
Danny Liguoris	71,735	18.50

At-Large Vice President

Sam Theodus	180,258	45.59
Mario Perrucci	179,339	45.35
Diana Kilmury	187,537	47.43
John Riojas	177,524	44.89
Jim Benson	185,819	46.99
Walt Engelbert	125,761	31.80
Edward James	130,094	32.90
Edward Lawson	128,216	32.42
John Neal	129,975	32.87
Erv Walker	122,801	31.05
Jack Cox	75,831	19.17
Dan Darrow	75,584	19.11
Barry Feinstein	72,278	18.28
Bill Genoese	69,502	17.57
Vicki Saporta	82,373	20.83

Central Conference

Dennis Skelton	63,567	46.71
Leroy Ellis	64,289	47.24
Bill Urman	63,925	46.97
Larry Brennan	52,418	38.52
William Hogan Jr.	53,134	39.04
Robert Sansone	51,364	37.74
Gary Sullivan	23,238	17.07

Eastern Conference

Gene Glacumbo	56,541	43.15
Tom Gilmartin Jr.	58,223	44.44
Phil Feaster	28,879	22.04
Frank Hackett	31,516	24.05
Dan Kane	30,885	23.57
Frank Carracino	38,968	29.74
John P. Morris	43,266	33.02
Victor C. Olivadoti	37,707	28.78
Robert Sasso	10,044	7.66

Southern Conference

Doug Mims	16,465	47.51
Aaron Belk	16,308	47.06
Jerry Cook	9,861	28.45
Don West	9,729	28.07
T.C. Stone	7,641	22.05
W.C. Smith	7,081	20.43

Western Conference

Ken Mee	37,930	47.53
Tom Shay	39,021	48.89
Chuck Mack	25,921	32.48
Mike Riley	25,073	31.42
Gene Allison	11,194	14.02
Nobby Miller	11,306	14.16
William Sarver	3,371	4.22

The above figures are the official vote tallies in the IBT election. The first number is total votes received. The second number (in italics) is the percentage of total votes. Names in bold are winning candidates. All winning candidates with the exception of John Morris are members of the Ron Carey Slate.

Canadian Conference VP positions were unopposed.

Thanks, From VP-Elect

Leroy Ellis

**Vice President-elect
Central Conference
Local 705, Chicago**

Many Teamsters I met on the campaign trail had no idea how to fight—the old guard didn't educate and inform union stewards to teach people how to fight for themselves. That's what we want to change. TDU members Iran into on the campaign trail had the knowledge to fight, which they learned through TDU.

Thanks to all our supporters who worked for us during this campaign. We will fulfill the promises we made during these past many months. This is not the last you will see of us; we will be traveling, sometimes more than when we were campaigning, to keep in contact with the rank and file instead of being stuck in an office in the Marble Palace.



Congratulations!

While the Ron Carey Slate was winning the big prize at the top of our union, reform candidates or slates were winning local union elections in recent weeks, including in Boston Local 25; Mansfield, Ohio, Local 40; Seattle Local 174; Wyoming Local 307; Milwaukee Local 344; Knoxville, Tenn., Local 519; Allentown, Pa., Local 773; and Los Angeles Local 896. See the next *Convoy Dispatch* for details.

What's Next: Moving Forward After Election

The convincing election victory of Ron Carey and his slate has put a dynamic new leadership at the top of our union. But it has done more than that: it has also unleashed a revolution in the Teamsters union. Power can now shift directly into the hands of the membership, as well as to the new International union leadership. So what does this revolution mean for the members?

Many members are going to be looking for quick changes. And Ron Carey left no doubt at his first press conference after winning that he is headed that way, as he said, "We are going to clean house and never again have to apologize for being Teamsters."

Certain personnel changes are expected at the International. Carey slate members have pledged to move quickly to change the top levels of the grievance panels in national contracts. Resources wasted on lavish perks for top officials will be redirected to build the union. Union publications will be changed to be useful and educational to our members. And more.

Some changes, such as pension

reform, will take long-term planning and leadership. But true and lasting changes, the kind the members wanted when they cast their ballots for the Carey Slate, can only come about through a new partnership between the leadership and the rank and file. This is the road to strengthen organizing, bargaining, and our entire union.

The Ron Carey leadership team can send a message to union-busting employers and their consultants. In fact, the *Wall Street Journal* has twice reported that employers are already starting to get that message. But it will take an active membership to win the battles ahead with employers, and to organize new members into the union.

The Ron Carey leadership team can send a message to politicians as well, that a free and democratic Teamsters union will use its clout to support those who support labor and human rights, and punish those who are our enemies. U.S. labor laws and regulatory agencies are now dominated by corporate interests. But this imbalance of power

cannot be changed by Ron Carey, or any labor leadership, until we build a partnership that uses our numbers: our membership, and labor's allies in the community.

The new leadership can send a message to the old guard who still control the joint councils, conferences and many locals. Many of these old guard officials are falling all over themselves to pretend they are Ron Carey's best friend. But as newly elected Eastern VP Gene Giacumbo told the *New York Times*, "... we have a strategy. ... We've activated the rank and file. We've reformed the General Executive Board. We've boxed in the local leaders and the rest, so they'll have to be responsive."

The time to start building that strategy is now. We've campaigned and showed that the rank and file do have the power, when we are organized, to do something. That's the beginning that broke down the wall that kept the membership out. Now it's time to get involved.

Involvement in our union, starting with our local unions, now can have an affect like never before. Now it's part of a revolution in the Teamsters union.

It may seem like a small step to start a bylaws campaign for the right to elect stewards at all worksites. But the stewards are the most important link in the power chain of any union, as they are the direct connection between the union leadership and what's happening on the shop floor. This kind of campaign is an example of organizing that needs to step up now, within our local unions. We've got new rank and file power, but it's up to us to use it. And it's a small step in a revolution.

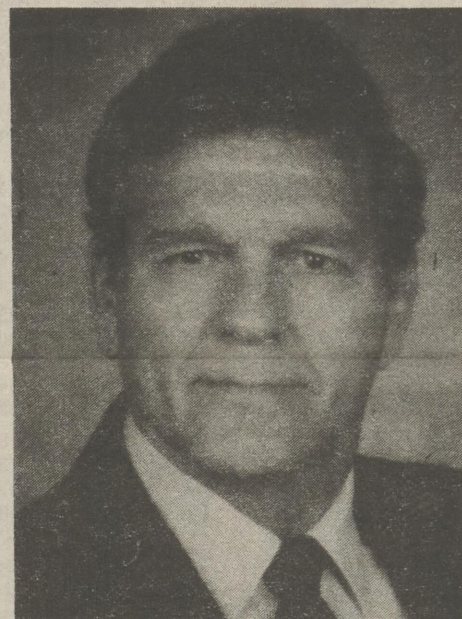
The question is coming up frequently, will old guard local officials be targeted by Ron Carey? The answer has to be that this targeting should be done by their own members. Those officials who are too tired or even too bought-off to join in the revolution can be pressured from below, and voted out of office if necessary.

The Carey Team's historic victory can provide a strong message to the membership that they have a partner in that struggle.

But the rest will be up to the members and what they want to do in their local unions.

The guiding light in the days to come is that the members are gaining control of their destiny. Some old guard officials are not going to roll over; and of course, the employers are not going to give up their concessionary demands and attacks on organizing. But the new opportunities for solidarity and strength are unlimited if we, the membership, have the commitment and organization to pursue them.

To the member who says, "What can Carey do for me?" our answer must be, a whole lot—if you are willing to help do something to build this union. Because you, the members, are the union.



Thanks, From VP-Elect

Sam Theodus
Vice President-elect
At Large
Local 407, Cleveland

This is a great victory. I'm honored to be elected to the General Executive Board. The credit for this victory goes to the members who cast their votes, and most especially to all those dedicated people who campaigned so long and hard. They never lost the faith. To the TDU members and the TDU organization, I add my thanks as well for your invaluable support.

Now the hard work begins, and we will need that same kind of support from the membership to carry out our programs. I look forward to working side-by-side with all of you.

JOIN THE WINNING TEAM

They said it couldn't be done, but we did it! Years of work by TDU led to the Right to Vote and paved the way for the history-making election victory of the Ron Carey Slate.

Now a new partnership between the IBT leadership and the rank and file can make a revolution inside this union, and make it the strongest, most democratic union we can build. Now, more than ever, rank and file Teamsters need an organization to support our newly elected IBT officers and work at the local level to change our union for the better.

Democracy works when you participate. Join TDU today.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____

Optional: Spouses name _____

☐ \$30 membership fee for one year's membership & subscription to *Convoy Dispatch*.

☐ \$75 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$15 for spouses, retirees and Teamsters who gross less than \$12,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

TDU membership is kept confidential from employers and union officials.

TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.